

## **Conflict at workplace of State Transport workers in Maharashtra**

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### **Abstract**

The role of work has changed throughout the world due to the economic conditions and social demands. Originally, work was a matter of necessity and survival. Throughout the years, the role of 'work' has evolved and the composition of the workforce has changed. Today, work is still a necessity but it should be a source of the personal satisfaction as well. Taking into consideration this fact regarding Maharashtra State Road Transport Corporation i.e., MSRTC as it is providing passengers road transport service in the public sector in entire Maharashtra state. These buses popularly called ST, are the preferred mode of transport for much of the populace. As the transport becomes important in cities and villages the transport activity has gathered momentum due to the facility provided by the MSRTC to the common people of Maharashtra, MSRTC provides various bus facilities to students, Senior citizens, servants etc. MSRTC is aimed to provide punctual, safe, comfortable and economical services to its thousands of passengers. In November 2020, An employee named Manoj Chaudhari (30) working in Jalgaon Depot in MSRTC committed suicide due to the financial strains and he left behind a suicide note saying he took the drastic step due to low salary and irregularities in the ST Corporation. This shows that the strenuous work conditions are affecting the employee's mental health. It is therefore very important to pay attention to the MSRTC Employees regarding their workload, Occupational Stress and Anxiety while serving the large population all over Maharashtra which will be useful not only for the MSRTC but also for the Society at large and will definitely give a positive change in their behavior and Mental Health at their workplace

**Introduction** -- The Maharashtra State Road Transport Corporation (MSRTC) has been providing passengers road transport service in the public sector since 1948. These buses popularly called ST are the preferred mode of transport for much of the population. MSRTC is aimed to provide punctual, safe, comfortable and economical service to its thousands of passengers. MSRTC has spread its lattice all over Maharashtra including nearly 87.58% villages the importance of passengers as well as goods transport is growing day by day. In recent years, there has been increasing research interest in the relationship between work and mental health among the policy makers, academics and health professionals. One of the most dramatic ways in which mental illness leads to social exclusion, financial disadvantages and the impaired wellbeing is via its impact on the occupational function (Henderson, Harvey et.al. 2011). Depression and anxiety disorders results in significant economic, social and personal costs to employees, employers and the society. The first bus was flagged off from Pune to Ahmednagar in 1948. Standing today by this milestone of 73 years, its position of strength speaks for itself- 18,499 buses, and 1, 02,000 employees about 67 lacs citizens utilizing the service daily. At present there are total 30 Divisional workshops. Despite of the workload ST reaches every village that is connected by road, however bad it may be, ST is truly living up to its motto of "Jithe Rasta tithe ST" (Where there's a road there's a ST Bus. It provides network to all route in the entire state of Maharashtra and also provides good services and safety to the passengers.

### **Methodology and findings**

**Objective**-To study various factors of occupational stress among the employees of various sections of Maharashtra State Road Transport Corporation.

**Hypothesis**-There will be significant difference in various stress factors in the employees of various sections of Maharashtra State Road Transport Corporation.

**Tools**- Occupational Stress Index (OSI) by- Dr. A.K. Shrivastava and Dr.A.P. Singh.

**Sample-** The 2 group design is used for this research. Total 80 Employees are included in this research. 40 Employees working on field i.e, conductors, Drivers etc. And 40 Employees working inside the Workshop such as Body fitter, Mechanics etc.

**Location-** The Data is collected from Divisional Workshop, Dapodi Pune and ST Workshop Talegaon Dabhade, Pune.

**Result and Conclusion-**

Factors	Variables	Sample(N)	Mean	Standard Deviation	't' Value
<b>Role Overload</b>	Workshop Staff	<b>40</b>	20.40	4.82	<b>2.92**</b>
	Field workers	<b>40</b>	23.95	5.99	
<b>Responsibility</b>	Workshop Staff	<b>40</b>	7.93	3.26	<b>3.03**</b>
	Field Workers	<b>40</b>	10.43	4.08	
<b>Strenuous Working Conditions</b>	Workshop Staff	<b>40</b>	12.35	2.95	<b>3.05**</b>
	Field Workers	<b>40</b>	14.48	4.27	

**Conclusion-** The obtained result shows that there are some factors such as roal Overload Responsibility and Strenuous working Conditions etc causes more Occupational Stress in the field workers compared to the Workers working inside the Workshop.

**References-**

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